

CENTRAL COUNTIES SERVICES
Board of Trustees
Minutes of Meeting
October 25, 2016

The August meeting of the Board of Trustees for Central Counties Services (CCS) was held at the Temple Main facility on October 25, 2016, Temple, Texas.

The following members of the Board, CCS Staff and Guests were present:

Board of Trustees

Ms. Sue Faulkner	Ms. Ann King	Ms. Nancy Holle
Judge James Lively	Mr. Steven Wick	Mr. Jack Tarver
Judge Joe Carroll	Ms. Alison Esparza	

Teleconference:

None

Absent:

Judge John Firth
Dr. Louella Tate
Eddie Greenfield
Dr. Cheryl Paulhus

Center Attorney:

Mr. Jack Tarver

Staff:

Ms. Andrea Erskine	Dr. Ray Helmcamp	Ms. Julie Fielder
Mr. Keith Maxwell	Ms. Johnnie Wardell	Ms. Kelli Sames
Ms. Darla Hogan	Ms. Kristen Jefferson	Ms. Monica Silcott

Guests:

A. CALL TO ORDER

A quorum being present, the meeting was called to order by Mr. Steven Wick, Chair of the Board of Trustees, at 6:30 p.m.

1. Introduction of Guests. Mr. Wick introduced guests listed above.
David Chastang
2. Review of Board Calendar
Steve Wick addressed the re-appointing of Board Officers to be addressed at the December Board Meeting

Ray Helmcamp addressed the Board in regards to the upcoming Board meeting as the holidays approached, the Board members discussed collectively and came to a decision that the November Board Meeting would be cancelled and that the December Board meeting would be pushed up to the agreed date of Tuesday, December 6 @6:30PM.

3. Approval of September 27, 2016 Regular Session Board Minutes.
Alison Esparza, moved to approve approval of the Regular Board of Trustees Meeting minutes as submitted. Ann King seconded. The motion carried.

B. CITIZENS' COMMENTS

- a. None.

C. BOARD COMMITTEE REPORTS

1. Medical Committee – Alison Esparza – No Report
2. Personnel Committee – Nancy Holle - No Report
3. Finance Committee – Ann King –Happy to report that the new CFO is doing great and assures the Board that things are running smoothly as anticipated.
4. Long Range Planning & Facility Committee –Mr. Wick – Stated that he would address this topic further along in the meeting.

D. PERSONNEL MATTERS

1. ACTION ITEMS

- a. None

2. NON-ACTION ITEMS:

- a. 2017 Employee Benefits Update

Kelli Sames addressed the 2017 Employee Benefits package and directed the Board to the 1st page of her hand out. The employee benefits packet includes, ancillary, dental, health and products that can be selected by the staff. She explained that last month following the Board meeting they had a meeting with BCSC and the employee benefits committee and former CFO. Together the committee was working hard on analysis focusing on where we were on claims and the next year projections of that. The result was that they were about 135k away from our reserves from our insurance needs.

Kelli explained the benefits of taking the middle plan and having 2 plan options, still to include the ADD and dental and ancillary benefits. Kelli Sames address that they are concluding to a two plan option with BCBS. This will consist of an increase from 3k to 4K per employee on the middle plan and keeping the same plan with the 5k plan that is currently in effect. After Steve Slaughter's review and analysis there was a need to propose some additional changes. This would be an adjustment across the board. No matter what benefit was selected by the staff an increase the premiums of \$30 a month would be initiated across all staff benefits. This means that we would raise the deductible on PPO, including and increase of office visits to \$25, for specialists an increase of \$50 to \$75 for urgent care, etc

There was also discussion about the RX changes , a broker Janette Abbey described the rising cost and the effects on the insurance plans, therefore she recommended some alternative solutions to CVS pharmacy who will be removed and can use other resources, Wal-Mart, HEB, Walgreens, etc. Any specialty pharmacy will be required mail order of 90 qty. Our current plan designed stayed the same on dental, vision but did have a 10% increase; however were able to negotiate a 6% increase instead. Kelli introduced the next slide as participation by plan overview. We do offer a generous benefits package in comparison to other institutions as well.

Another highlight to the benefits package is that anyone has access to the Fresh Beanies Program. It is a program that is free to staff and family of staff for minor health issues. This program allows them to us a Tele-doc method as to reduce office visits. This saves the staff and the company money. Most of these can be address with prescription medications that can be called in based on a phone evaluation and allows for the ability to send pictures to Tele-doc for diagnosis, such as rash, burn, sore throat, etc. This also allows them to shop prescription for the lowest competitive prices. The other benefit sit that if staff does not take any coverage plan they are give and \$75

amount to be used like a flex account, but this is just appended to their current pay as part of their payment of employment for them to use as they see fit with no restrictions or service need allocations.

Kelli ended with making the Board aware that the Open enrollment program is in November for January policy changes. She explained some surcharges that were to be administered for smokers of tobacco and assured the Board that other employers are using this same method, in fact some employers are hiring non smokers to their business as an effort to reduce costs of insurance. If an employee stops using tobacco the 30\$ surcharge will go away.

b. Health and well being of our staff and consumers – Ray Helmcamp tabled till next session

E. FISCAL MATTERS

1. ACTION ITEMS

a. None

NON-ACTION ITEMS

a. Financial Statement (**handout**)

Kristen Jefferson opened up with a gig shout out to Joanne Cosper, to whom she advised the Board without would not have been possible to produce this updated report, because of her due diligence with the implementing of Blackbaud, and day to day operations thing are running smoothly. Kristen Jefferson continued to state that they are still waiting on training to pull live data. These reports are done manually for this month of September. This report shows fund balances with revenue and expenditures. This is a Blackbaud format. Blackbaud is trying to setup up form to mimic our perspective. Training is set up later in the month.

F. SPECIAL REPORTS

1. Mental Health (MH) – Dr. Cheryl Paulhus - Mental Health is out Eddi and Cheryl out postponed...
2. Intellectual and Developmental Disabilities (IDD) – Andrea Erskine - IDD- (orange) started out with updating the Board in that we did not started a little down in our target case management and missed our service target by one (1). She felt a contributing factor was that two staff members in her team are on FMLA, and they have had turnover and have four (4) new employees new in the last month. She explained that she expects it improvement. However we are serving 825 clients which is our highest number yet. This is due to some changes in having more meetings, more following-ups, which is creating an increase in numbers
3. Early Childhood Intervention (ECI) – Julie Fielder - ECI (blue) state that our contract is for 480 clients and we we are at 482, as long as we don't go higher or below 12 of our number, we stay in the sweet spot. As far as the rest of the production numbers they are looking good. We are at a percent of 2.65% with efforts to get to 2.75%. Currently they are at fully staffed and now who we hired a year ago is able to training internally, this should keep things running smoothly and efficiently.

Steve Wick stated that 480 in a number means 480 people are being impacted at the Center, and want to express how appreciative he was to have the statistical analysis. It is an amazing data and collective solutions.

G. EXECUTIVE SESSION

Pursuant to Title V of the Government Code, Vernon's Texas Codes Annotated, Subtitle A, Chapter 41, Subchapter D, the Chairperson calls an Executive Session of the Board of Trustees on the 23rd of October at __6:52__ P.M. to discuss Section 551.072, Deliberation to Discuss Real Property.

H. RECONVENE INTO OPEN SESSION

The Board of Trustees reconvened its Open Session on the 25th of October 2016 at __8:01__ P.M.

I. OLD BUSINESS.

J. EXECUTIVE DIRECTOR COMMENTS

Ray Helmcamp went over the Yellow Packet from Maureen Euitt, it was a recognition and thank you to each Board Member of their appreciation of Service.

Ray Helmcamp asked the Board to define what the Bylaws meant to them interference to contracts and their approval requirements. The Board stated that they only need to approve \$50k and above, however they need to see all the contracts in a list form for knowledge efforts as the Board, this did not include interlocking contracts, only true contracts.

Ray Helmcamp updated the Bard on the Staffa appreciation day that was on October 10, he explained that Dr. Sulak presented and the staff had a great session on health and wellness as well as visiting with all the other educators that were there on site.

Ray Helmcamp finished with welcoming Kristine Jefferson as the official Chief Financial Officer

K. BOARD OF TRUSTEE/STAFF COMMENTS/MEETING EFFECTIVENESS FEEDBACK

Sue Faulkner- Thanked the staff for all their efforts and detail

Ann King- I agree, great job

Nancy Holle- I agree it is a good step forward, if we don't get this done, we will find something, as long as we move forward.

Steve Wick- Growth means growing pains, the fact are we are moving forward is great and we are doing it on behalf of the people we are serving.

Joe Carroll-I agree

Alison Espinosa- This was a very informative meeting

Judge Lively – stated ditto

Sue Faulkner moved to adjourn and Nancy Holle seconded.

L. ADJOURNMENT

There being no further official business, Mr. Wick adjourned the meeting at
__8:35__ p.m.

S U B M I T T E D B Y:

Ms. Sue Faulkner
Secretary

Board of Trustees
CCCMHMRS
Recorded by:
Monica Silcott
Administrative Assistant

NOTE: The reference material disseminated during the meeting will be archived with the official
Minutes.